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Coordination, programme and other questions: mainstreaming a gender perspective into all policies and programmes in the United Nations system

Draft resolution submitted by the Vice-President of the Council, Dalius Čekuolis (Lithuania), on the basis of informal consultations

Mainstreaming a gender perspective into all policies and programmes in the United Nations system

The Economic and Social Council,

Reaffirming its agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system,[1] and recalling its resolutions 2001/41 of 7 July 2001, 2002/23 of 24 July 2002, 2003/49 of 24 July 2003, 2004/4 of 7 July 2004 and 2005/31 of 26 July 2005,

Reaffirming also the commitment made at the 2005 World Summit to actively promote the mainstreaming of a gender perspective in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres and to further undertake to strengthen the capabilities of the United Nations system in the area of gender,

Acknowledging that enhancing women's opportunities, potential and activities requires a dual focus, namely, programmes aimed at meeting the basic needs and the specific needs of women for capacity-building, organizational development and empowerment, together with gender mainstreaming in all programme formulation and implementation activities,

Reaffirming that gender mainstreaming is a globally accepted strategy for promoting gender equality and constitutes a critical strategy in the implementation of the Beijing Platform for Action[2] and the outcomes of the twenty-third special session of the General Assembly,[3]

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[1] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* (A/52/3/Rev.1), chap. IV, para. 4.

[2] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[3] General Assembly resolutions S-23/2 and S-23/3.

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Underlining the catalytic role played by the Commission on the Status of Women, as well as the important role played by the Economic and Social Council and the General Assembly, in promoting and monitoring gender mainstreaming within the United Nations system,

1. *Welcomes* the report of the Secretary-General on follow-up to and progress in the implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly,[4] especially in regard to mainstreaming a gender perspective in entities of the United Nations system;

2. *Notes with appreciation* the progress and continued efforts made by United Nations entities to address gaps between policy and practice in mainstreaming a gender perspective in their respective fields of work, including through the development of training, methodologies and tools;

3. *Expresses concern* at the large gap remaining between policy and practice, with the result that a gender equality perspective is not yet fully integrated into the work of the United Nations;

4. *Recognizes* that training is critical for increasing the awareness, knowledge, commitment and capacity of staff in respect of mainstreaming a gender perspective in United Nations policies and programmes, and in this regard, calls upon all entities of the United Nations system, including United Nations agencies, funds and programmes, within the United Nations Staff Development Programme budget and other existing training budgets, to:

(a) Make specific commitments annually to gender mainstreaming training, including in core competence development, and ensure that all gender equality policies, strategies and action plans include such commitments;

(b) Provide specific ongoing capacity-building, inter alia, through training, for gender specialists and gender focal points, including in the field;

(c) Make gender training mandatory for all staff and personnel and develop specific training for different categories and levels of staff;

(d) Ensure the integration of gender perspectives in relevant training courses, including in induction courses, training on results-based management frameworks and training on the project and programme cycle;

(e) Develop innovative forms of capacity-building, in addition to formal training, including by using information and communication technologies, and systematically assess the effectiveness of new approaches;

(f) Ensure that managers provide the leadership and support required, including by enhancing awareness, commitment and capacity through innovative approaches specifically developed for management levels;

(g) Ensure that, as relevant, offices of human resources management advocate for gender training and the enhancement of pertinent skills for all trainers within the United Nations;

[4] E/2005/54.

(h) Develop more effective forms of follow-up to training to ensure full utilization of best practices and maximum impact on work programmes;

(i) Strengthen accountability systems for both management and staff, through, inter alia, the inclusion of objectives and results related to gender mainstreaming in personnel workplans and appraisals;

(j) Develop effective means of impact assessment, including the use of indicators for the systematic monitoring and evaluation of training and the performance of trainers;

(k) Create or expand electronic knowledge networks on gender mainstreaming to increase effective support for and follow-up to capacity-building activities;

(l) Strengthen inter-agency collaboration, including through the work of the Inter-Agency Network on Women and Gender Equality, to ensure systematic exchange of resources and tools across the system to promote cross-fertilization of ideas;

(m) Ensure that resident coordinators systematically promote, monitor and report on capacity-building activities related to gender mainstreaming within their country teams;

(n) Strengthen country team collaboration on gender training at the country level, including through sharing methodologies and tools, undertaking joint activities and strengthening the capacity of gender theme groups to support such activities;

5. *Recognizes* the important role that senior management plays in creating an environment that actively supports gender mainstreaming and strongly encourages it to do so;

6. *Takes note* of the work already undertaken to implement General Assembly resolution 59/164 of 20 December 2004 on the improvement of the status of women in the United Nations system, and urges continued efforts towards its full implementation;

7. *Encourages* all relevant United Nations entities to maintain their efforts to raise awareness of gender issues, within their organizations and across the United Nations system;

8. *Requests* that the Inter-Agency Network on Women and Gender Equality continue to provide practical support to its members in gender mainstreaming, explore possibilities for developing an accessible and consolidated database of trained facilitators at the country and regional levels, in consultation with Member States, and report regularly to the United Nations System Chief Executives Board for Coordination through its High-Level Committee on Programmes and its High-Level Committee on Management in order to facilitate the incorporation of gender mainstreaming perspectives into their work;

9. *Requests* the Secretary-General to report to the Economic and Social Council at its substantive session of 2007 on the implementation of the present resolution.